



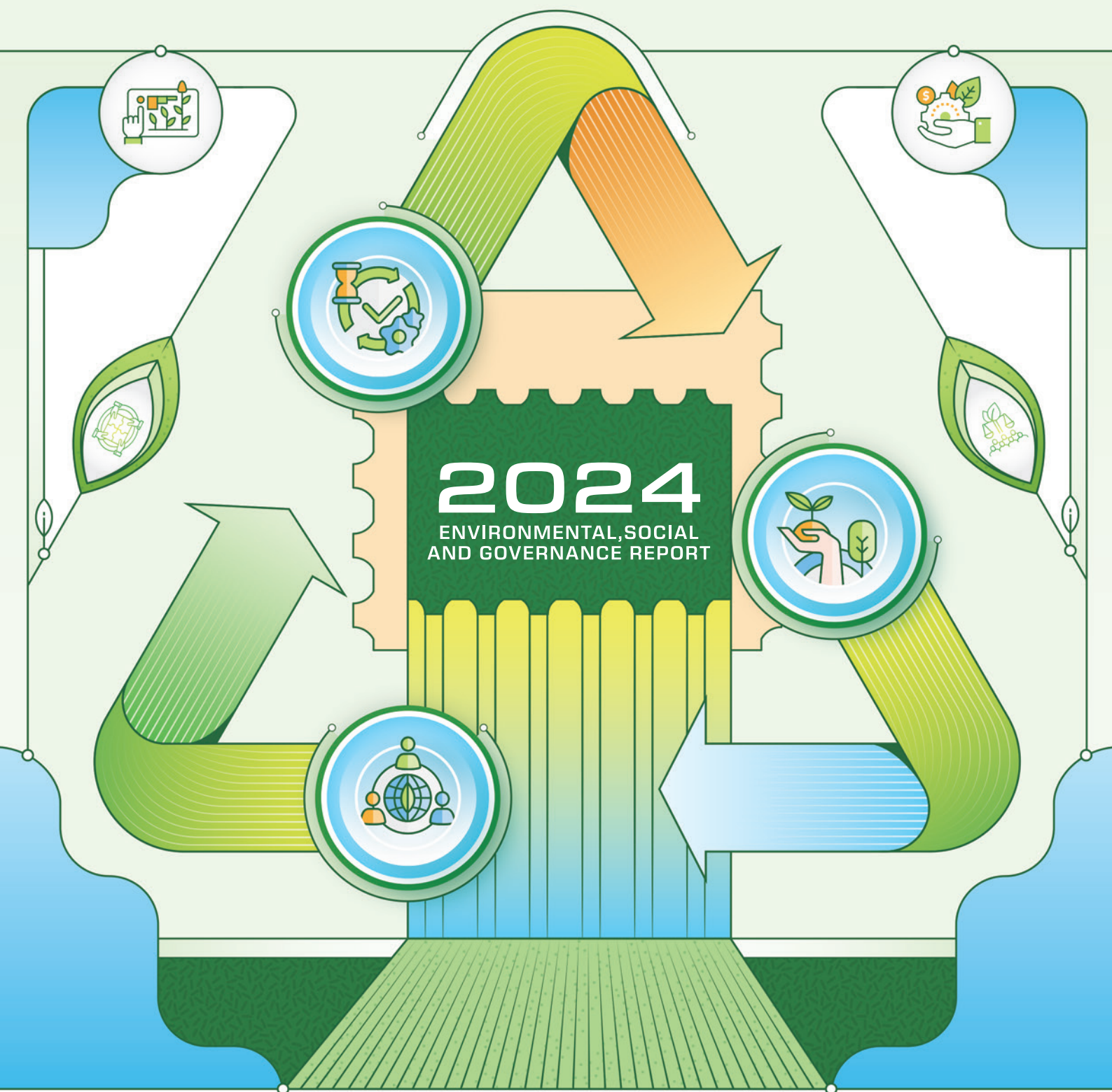
IWS

**Integrated Waste Solutions
Group Holdings Limited**

綜合環保集團有限公司

(Incorporated in the Cayman Islands with limited liability)

Stock code: 923



ABOUT IWS

IWS is the leading integrated waste solutions provider in Hong Kong, providing waste management, including waste collection, treatment and recycling services to a wide range of customers in both public and private sectors.

OUR MISSION

To become one of the largest integrated waste solutions providers in Greater China and to deliver services and products of the highest quality.

OUR VISION

We are committed to making a difference in the environment in Hong Kong, mainland China and the world.

FEEDBACK

We value your feedback and suggestions, as they are essential to our efforts to continuously improve our work and performance. You may contact us at:

Address:
Integrated Waste Solutions Building,
8 Chun Cheong Street,
Tseung Kwan O Industrial Estate,
New Territories,
Hong Kong
Email: info@iwsgh.com

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ABOUT THE REPORT

Integrated Waste Solutions Group Holdings Limited (referred to as the “Company” or the “Group” or “IWS”), along with its subsidiaries presents its eighth annual Environmental, Social and Governance (“ESG”) report. This report provides information about the Group’s management strategy and performance, specifically in relation to environmental and social aspects. It should be read alongside the Annual Report 2024. The Company has complied with Code Provisions of the Corporate Governance Report outlined in Appendix C1 of the Rules Governing the Listing of Securities on the Main Board of The Stock Exchange of Hong Kong Limited (the “Listing Rules”). Please refer to pages 31 to 48 of our Annual Report 2024 for the Corporate Governance Report.

Reporting Framework

This report has been written in accordance with the ESG Reporting Guide stated in Appendix C2 of the Listing Rules and takes into account the Company’s operational status. In preparing this report, we have followed the reporting principles of Materiality, Quantitative, Balance and Consistency. Also, the Group’s sustainability management approach is in alignment with the relevant United Nations Sustainable Development Goals (“UNSDGs”).

Materiality	Interests of stakeholders and broader economic, social or environmental topics of concern to stakeholders have been taken into account for determining material topics.
Quantitative	The report indicates which data have been estimated, and the underlying assumptions and techniques used for the estimation, or where that information can be found.
Balance	The information in this report is presented in a format that allows users to see positive and negative trends in performance on a year-to-year basis.
Consistency	To allow meaningful comparison, consistent methodologies have been used in this report. Any significant variation between reporting periods is outlined and explained.

Reporting Boundary

This report covers operations of the Company and its subsidiaries, which include IWS Waste Management Company Limited (“IWS WM”), Confidential Materials Destruction Service Limited (“CMDs”), IWS Environmental Technologies Limited (“IWS ET”), IWS Logistics Limited (“Logistics”), IWS Waste Management (Asia) Limited, RGF Environmental New Material Limited (“RGF”)¹, a joint venture project company in which IWS has a 49% stake, and I-Talent Paper Product (HK) Limited (“ITPP”), in which IWS has a 51% stake. Except for RGF, the reporting boundary is consistent with the previous year, with data and information covering the period between 1 April 2023 and 31 March 2024 (“FY2024”).

¹ RGF ceased operations on 31 January 2024 and therefore, information of RGF covers only the period from 1 April 2023 to 31 January 2024.

CREATING POSITIVE ENVIRONMENTAL IMPACT

IWS is committed to fulfilling its social responsibility by integrating sustainability into its business model. Our core businesses, which are outlined below, positively impact the environment and contribute to the development of a circular economy. The Group will continue to prioritise creating long-term value for its shareholders.

Our Five Core Businesses	
 Waste Management	<p>We offer a range of waste management services, including treatment of waste paper, plastics and metals, as well as sale of recovered cardboard paper and office paper from CMDS. Our joint venture project, RGF, developed OEM recycling solutions for plastic waste and produces recycled engineering plastic pellets. ITPP specialises in trading and manufacturing various paper products. Furthermore, the Group operates a hazardous waste treatment business in mainland China through an associate company, Dugong IWS HAZ Limited.</p>
 CMDS	<p>The CMDS business assists clients in securely destroying confidential materials in a way that safeguards data privacy and addresses information security concerns.</p>
 WEEE	<p>The joint venture runs a WEEE Treatment and Recycling Facility for processing electrical and electronic waste, such as refrigerators, TVs, computers, washing machines and air conditioners. This facility converts these items into secondary raw materials while carefully managing the handling of hazardous materials.</p>
 Logistics	<p>The Group's logistics fleet offers waste collection services for its waste management business and CMDS, as well as the WEEE treatment business, covering a wide collection network.</p>
 Supply Chain Management	<p>Contemporaneous with the Group's goal of transforming itself into a high value-added integrated waste solutions provider in Hong Kong and Mainland China, the Group has invested in An Jie Supply Chain Management Co., Ltd. (An Jie), an integrated supply chain solutions company which provides comprehensive logistics and warehousing services and transportation of hazardous chemical goods.</p>

FY2024 ENVIRONMENTAL HIGHLIGHTS



Total GHG Emissions
Generated

1,516.01 tCO₂e

(9.1% ▼ YoY)



Renewable Energy
Generated

441,496.0 kWh

(21.9% ▼ YoY)



Electric Vehicles
Deployed Estimated to Save
GHG Emissions by

17.90 tCO₂e

(83.2% ▼ YoY)

During the year, our IWS WM, CMDS, and RGF businesses recycled a total of 10,947 tonnes of paper and 1,276 tonnes of plastics, which is approximately equivalent to:



Saving

186 thousand

mature trees*



Saving

18 thousand tonnes

of fuel oil



Saving

56,645 m³

of landfill space



Conserving

294 thousand tonnes

of water*



Conserving

52 million kWh

of electricity



Producing

9 thousand tonnes

of recycled paper*

* Calculation based on paper recycling performance only.

MESSAGE FROM CEO

Dear Valued Stakeholders,

I am delighted to present Integrated Waste Solutions Group Holdings Limited's ESG Report for the financial year 2024 (FY2024). The economic environment continues to present significant challenges across our various business segments. In the wake of the pandemic, economic activity in Hong Kong has been sluggish due to subdued consumer spending and retail sales, impacting waste generation patterns and our revenue. Despite these persistent challenges, our vision remains unchanged, and we continue to make a positive difference to the environment, not only in Hong Kong but also in Mainland China, by providing integrated and technology-driven waste solutions.

Environmental stewardship is at the heart of our operations. This year, we were awarded a subsidy from the CLP Eco Building Fund to replace 215 fluorescent lamps with new LED lamps in the workshops and warehouse areas of our building, which has helped increase energy efficiency by 50%. We continue to participate in the CLP Peak Demand Management initiative to reduce energy consumption during peak hours. The process of transitioning to clean technology continued in the reporting year and our solar panels and windmills generated 441,496 kWh of renewable energy. The Group will continue to explore the opportunities to increase the share of clean energy in its total energy consumption.

Each year, we assess our suppliers based on a range of criteria such as quality, cooperation, on-time delivery and environmental standards. During the year, all suppliers passed our verification process, reinforcing our commitment to have a sustainable supply chain and reduce environmental impact through like-minded partnerships. In addition, we have been certified by the National Association for Information Destruction ("NAID") of the United States as an AAA-rated facility for plant-based operations for 10 consecutive years. Our robust information security management system is designed to prioritise customer privacy and ensure the highest standards of information security, reassuring our valued customers.

Our workforce is the backbone of our achievements. Protecting labour rights and ensuring a safe working environment is always our top priority. I am proud to share that this year CMDS was certified as an OSH Star Enterprise by the Occupational Safety and Health Council ("OSHC"). We also updated our occupational health and safety policy, which is now prominently displayed in all workplaces to ensure adequate OSH awareness among our employees.

Moving forward, we are committed to delivering high-quality services and products to our customers while making a positive impact on the environment. I would like to take this opportunity to express my heartfelt gratitude to our Board, management, employees and stakeholders for their continuous involvement and support.

By Order of the Board

Lam King Sang

Chief Executive Officer

Hong Kong, 26 June, 2024

ESG GOVERNANCE

The Group prioritises ESG governance in the course of its business operations and when formulating its corporate strategies. We have integrated ESG considerations across all our business operations to promote sustainable and responsible business practices.

Board Statement

The Board of Directors of IWS Group bears the overall responsibility for all ESG matters and oversees the development and implementation of ESG strategies and policies. The Board actively monitors and manages ESG risks, including climate-related risks, identifies key ESG priorities and monitors progress towards ESG targets.

An ESG Working Group comprising senior management and heads of different operating units/departments was established in FY2022 to enhance ESG governance of the Group. The ESG Working Group provides guidance, advice and support in developing and monitoring ESG policies, initiatives and targets, while also advising the Board on ESG issues. In FY2024 also, the ESG Working Group conducted a comprehensive annual review of the Group's ESG performance, and reported its findings directly to the Board.

Board Engagement in FY2024

- Reviewed and approved the ESG report for FY2023;
- Endorsed the reporting boundary for FY2024;
- Reviewed and received the progress report against ESG-related targets from the ESG Working Group;
- Reviewed and discussed the Group's ESG targets for FY2024 and onwards;
- Approved the ESG targets and action plan proposed by the ESG Working Group; and
- Reviewed and monitored the Group's ESG-related risks.

The Board has reviewed and approved this report. To the best of its knowledge, it accurately addresses the identified material issues and reflects the Group's ESG management approach and performance.





IWS's Materiality



Stakeholders' opinions are crucial to the Group's sustainability development and formulation of the related strategies. They help us evaluate and prioritise potential risks and opportunities across all aspects of our operations. Therefore, we consistently engage with stakeholders to understand their needs and concerns through various platforms and channels. Additionally, the Group regularly conducts materiality assessments using an iterative four-step process of identification, prioritisation, validation, and review to understand our impact on the environment, society and economy.

For more details on our stakeholder engagement methods and the Group's material issues, please visit our official website.

Contributing to United Nations Sustainable Development Goals

During the year, IWS actively contributed to helping the Planet move closer to the United Nations Sustainable Development Goals (UNSDGs) through its waste management operations. By integrating sustainable practices into our core business strategies, we have made significant strides in areas such as clean energy, responsible consumption and climate-related actions. IWS continues to demonstrate its commitment to advancing global sustainability objectives and creating a positive impact at both local and global planes.

Sections	UNSDGs	Specific Targets	Actions Taken in FY2024
Our Environment	 6 CLEAN WATER AND SANITATION	<ul style="list-style-type: none"> Target 6.3 – Improve water quality by reducing pollution Target 6.4 – Improve water usage efficiency 	<ul style="list-style-type: none"> Installed flow controllers on office water taps, for an estimated reduction of approximately 20% in water consumption. Conducted chemical leak drill simulating emergency response measures in the event of a chemical spill, aiming to minimise environmental pollution risks.
	 7 AFFORDABLE AND CLEAN ENERGY	<ul style="list-style-type: none"> Target 7.2 – Increase the share of renewable energy Target 7.3 – Improve global energy efficiency 	<ul style="list-style-type: none"> Replaced 215 sets of existing fluorescent lamps with new LED lamps at the warehouse. Participated in CLP Peak Demand Management initiative to reduce energy usage in peak demand hours.
	 12 RESPONSIBLE CONSUMPTION AND PRODUCTION	<ul style="list-style-type: none"> Target 12.4 – Achieve environmentally sound management of chemicals and all wastes Target 12.5 – Reduce waste generation 	<ul style="list-style-type: none"> RGF recycled a total of 1,276 tonnes of engineering plastics, which is equivalent to saving 3 thousand tonnes of fuel, 29,278 cubic metres of landfill space, and 7 million kWh of electricity. Set the waste reduction target to reduce hazardous and general waste intensity by 5% in FY2027.
	 13 CLIMATE ACTION	<ul style="list-style-type: none"> Target 13.1 – Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters Target 13.3 – Improve the ability to raise awareness of need for climate change mitigation, adaptation and impact reduction 	<ul style="list-style-type: none"> Aligned with IFRS S2 to enhance sustainability reporting practices and identified climate-related physical and transition risks along the value chain. Promoted local plastic recycling initiatives and advocated waste solutions to businesses.

Sections	UNSDGs	Specific Targets	Actions Taken in FY2024
Our Operation		<ul style="list-style-type: none"> Target 16.5 – Reduce corruption and bribery Target 16.7 –Ensure responsive, inclusive, participatory and representative decision-making at all levels 	<ul style="list-style-type: none"> Conducted anti-corruption training for all frontline staff to reinforce ethical practices and accountability. All 7 directors received anti-corruption training sessions. Conducted supplier audit to ensure compliance in the entire supply chain and promote inclusive decision-making.
Our People		<ul style="list-style-type: none"> Target 8.8 – Protect labour rights and promote safe and secure working environments 	<ul style="list-style-type: none"> CMDS was certified as OSH Star Enterprise by the OSHC. Updated the occupation health and safety policy and posted it in all workplaces. Distributed personal protective equipment and provided employees with training, guidance, information, and supervision.

OUR ENVIRONMENT

IWS is committed to providing services and carrying out its operations in a manner that is environmentally conscious, aiming to safeguard the planet. We actively take initiatives to mitigate and adapt to climate change, taking prompt action whenever possible. By doing so, we strive to support our customers in minimising their ecological footprint.

Environmental Management

The Group recognises that robust environmental management is crucial in ensuring long-term sustainability of its business and in reducing the environmental impact of its business operations. We are committed to effectively managing and monitoring our environmental performance through our ISO 14001:2015 certified Environmental Management System. Our primary goal is to actively mitigate any adverse impacts on the environment, while continually improving utilisation of resources, promoting sustainable practices, and ensuring compliance with legal obligations. To support these objectives, the Group has established a robust framework of internal policies.

Environmental Policies in place

- Waste Management
- Noise Pollution Control
- Hazardous Chemicals Handling Guidelines
- Paper Waste Recycling Guidelines
- Office Green Procurement
- Office Environmental Management Code
- Resource Conservation
- Workplace and Terminal Environmental Management Code

Our commitment to green development goes beyond mere compliance with laws, regulations and local policies. We actively follow sustainable practices in daily operations, aligning our operations with Hong Kong's goal of achieving carbon neutrality by 2050 and Mainland China's objective of achieving carbon neutrality by 2060. The Group has set internal environmental management targets across different environmental aspects. By pursuing these targets, we contribute to the collective effort of building a sustainable future and reducing our carbon footprint.

During the year, we were not aware of any violation of laws and regulations that had a significant impact on the Group relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.

Tackling Climate Change

Climate change has become a pressing global challenge, with far-reaching impacts on ecosystems, communities and business operations, highlighting the urgent need for concerted action to mitigate its effects and ensure a sustainable future. Recognising the risks and opportunities associated with climate change, we have developed a comprehensive Climate Change Policy. The policy has been approved by the Board of Directors and uploaded to the Group's intranet.

Since FY2022, we have taken proactive steps to gradually disclose climate-related risks and opportunities. We fulfil our commitment to transparency and accountability by following the guidelines set forth by the International Financial Reporting Standards (“IFRS”) S2 on Climate-related disclosure. Our disclosure framework on climate change covers four key areas, “Governance,” “Strategy,” “Risk Management,” and “Metrics and Targets.”

Governance

The Board is responsible for supervising and managing sustainability issues, including climate-related risks and opportunities. The ESG Working Group, which assists the Board, provides regular reports on climate-related issues. A Climate Change Policy is in place, with the aim of identifying and managing climate change risks, developing strategies that comply with regulatory requirements, and mitigating the impact of climate change on the Group’s business.

Strategy

The Group uses scenario analysis for a comprehensive assessment of the implications of climate change on its business. This assessment is specifically focused on identifying both physical and transitional risks across our entire value chain, encompassing business operations, employees and investors. The results of this assessment are outlined on our website, providing valuable insights into the potential challenges and opportunities that climate change presents for the Group.



Read more on [our website](#).

Risk Management

The Group recognises that effective management of climate-related risks can enhance its resilience and adaptability, ensuring continuity of operations and minimising financial losses.

IWS has taken steps to mitigate and adapt to the impacts of climate change through various projects and activities.

Mitigation Actions	Adaptation Actions
<ul style="list-style-type: none"> • Reduce GHG emissions from operations • Improve energy efficiency • Increase renewable energy use • Reduce waste in the supply chain • Support stakeholders to mitigate and reduce GHG emissions along the entire value chain 	<ul style="list-style-type: none"> • Engage with stakeholders and cooperate with partners to develop adaptation action plans • Increase awareness and capacity building along the entire value chain • Improve infrastructure to cope with events that might be triggered by climate change • Develop extreme weather and risk management plans

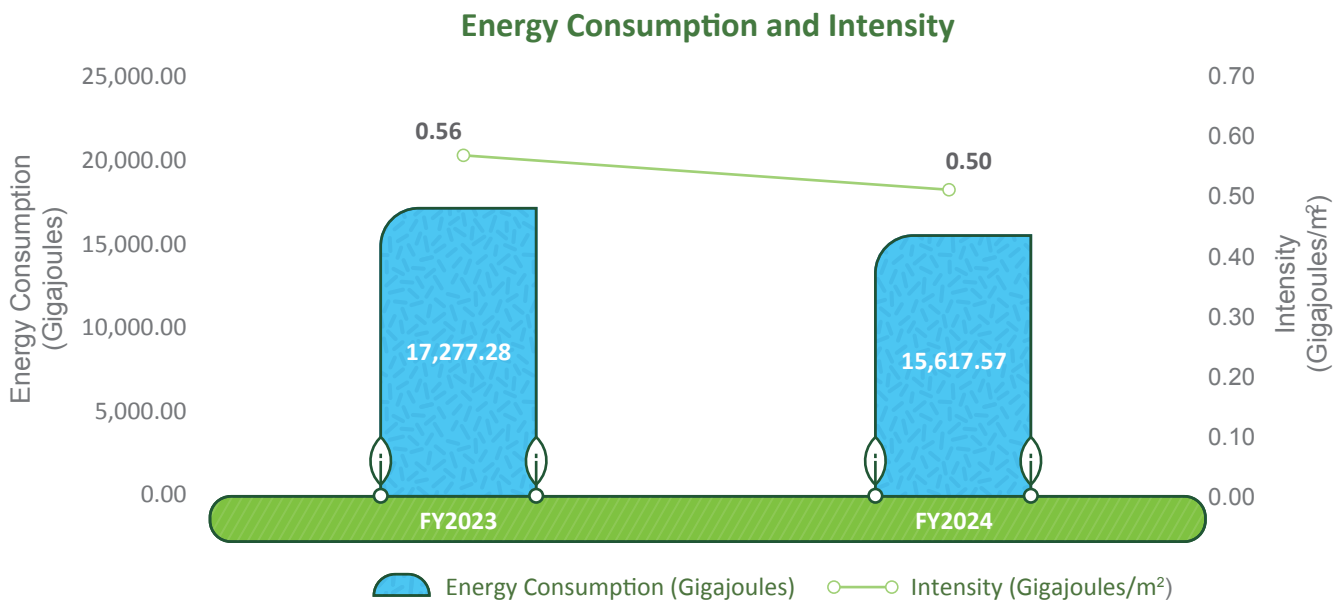
In response to the growing risks of climate change, the Extreme Weather Guideline has been put in place to help the Group anticipate, prepare for, and mitigate the potential risks associated with climate change, reducing the likelihood of property damage, disruptions to operations, and harm to employees and customers.

 Read more on [our website](#).

Metrics and Targets

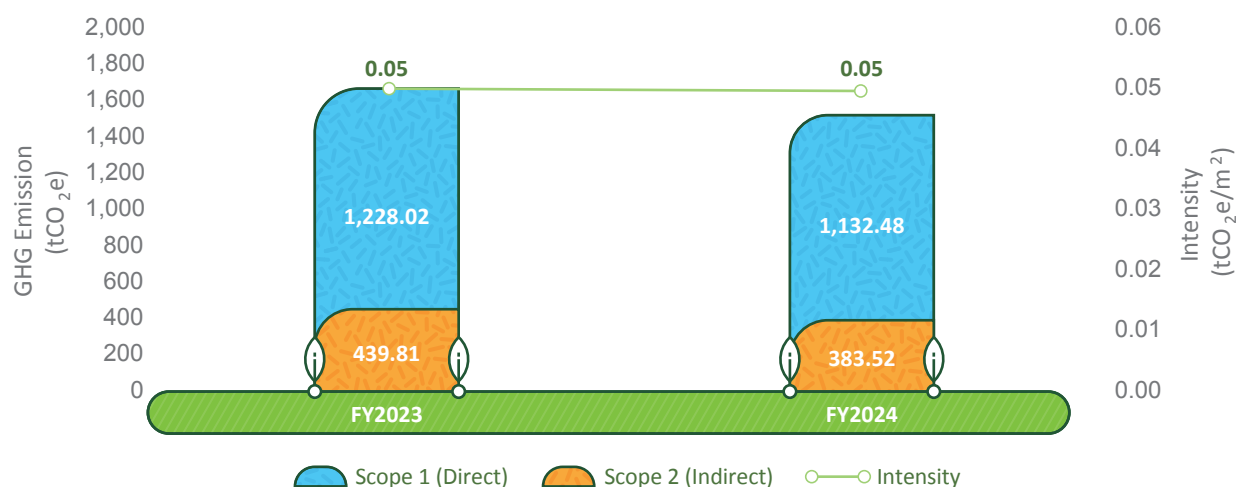
The Group's energy consumption comprises the use of purchased electricity and fuel (petrol and diesel) consumed by forklifts, vehicles fleet and logistics operations. Among these, electricity is the most significant, representing approximately 67% of the Group's total energy consumption.

During the year, the Group consumed a total of 15,617.57 GJ (4,338,214.89 kWh) of energy, with an energy consumption intensity of 0.50 GJ (140.11 kWh) per square meter. The total energy consumption decreased by 9.6% in comparison to the previous year.



The Group's greenhouse gas ("GHG") emissions are direct (Scope 1) emissions from forklifts and vehicle fuel combustion, as well as indirect (Scope 2) emissions from purchased electricity. In FY2024, GHG emissions of the Group were 1,516.01 tonnes of carbon dioxide equivalent (tCO₂e), with Scope 1 emissions accounting for approximately 25% and Scope 2 emissions for 75%. The GHG emissions intensity was 0.05 tCO₂e/m² (FY2023: 0.05 tCO₂e/m²)². Carbon emission reduction measures implemented by the Group have yielded significant results, with a notable decrease of 9.1% compared to the previous year.

GHG Emission and Intensity



To maintain sustainable development, the Group has set targets for enhancing energy efficiency, reducing greenhouse gas emissions, and promoting the adoption of electric vehicles. These targets reflect our commitment to environmental responsibility and operational resilience, contributing to a more sustainable future for our stakeholders and communities.

Aspects	Targets of FY2024 and Onwards	Baseline Year	Target Year	Progress
Energy	<ul style="list-style-type: none"> Increase the use of Grade 1 energy-efficient electric appliances 	–	–	In progress
GHG Emission	<ul style="list-style-type: none"> Reduce GHG emission intensity by maintaining the renewable energy use at 5.8% 	–	–	Achieved (Maintain the renewable energy use at 10.2%)
	<ul style="list-style-type: none"> Maintain two electric vehicles and plan to gradually increase the number of electric vehicles over the next 5 years 	FY2021	FY2026	In progress (Two electric vehicles in FY2024)

² The actual GHG emissions intensity of FY2024 and FY2023 are 0.0490 tCO₂e/m² and 0.0539 tCO₂e/m² respectively. For consistency in presentation, the figures are shown in two decimal places.

Improving Energy Efficiency

The Group is dedicated to embracing eco-friendly and sustainable business practices in all its operations. We prioritise energy conservation and have implemented management regulations such as the Office Green Procurement and Office Environment Management Code to support sustainable development.

To achieve our goals, we have implemented energy-saving plans and introduced high-energy-efficient technologies in our facilities. Additionally, we actively promote green office concepts and practices among our employees. By fostering a culture of environmental responsibility, we aim to create a more sustainable workplace and contribute to a greener future.

Here are some specific actions we have taken to make our operations more environmentally friendly:

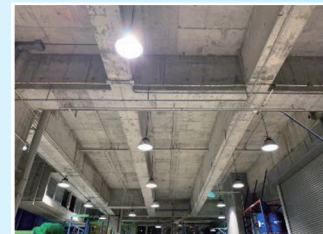
CLP Peak Demand Management

The Group participated in the CLP Peak Demand Management initiative in FY2024 to reduce energy usage during peak demand hours. During the event, the Group was able to save a total of 142 kWh of electricity, resulting in an award of HK\$1,846.

Change of Light Bulbs CLP Programme

The Group was provided assistance from the Eco Building Fund of CLP to replace the existing fluorescent lights with LED lights. The project began in November 2022 and has covered the first floor and the second floor. During the year, we successfully carried out the replacement of 215 sets of fluorescent lamps with advanced LED lamps in our workshop and warehouse facilities.

The newly installed LED lamps, with a power rating of 100W per lamp, boasts a 50% increase in efficacy compared to the previous fluorescent lamps, which were rated at 200W per lamp. With lower power consumption, these LED lamps deliver the same level of lighting quality and illumination as fluorescent lamps.



Adopting Renewable Energy

In light of the pressing challenges posed by the climate crisis, the Group acknowledges the need for driving change and setting higher targets for the next stage of our climate-related action plans. We are dedicated to both mitigating and adapting to climate change, with a focus on expanding renewable energy usage and fostering innovation in electric vehicles.

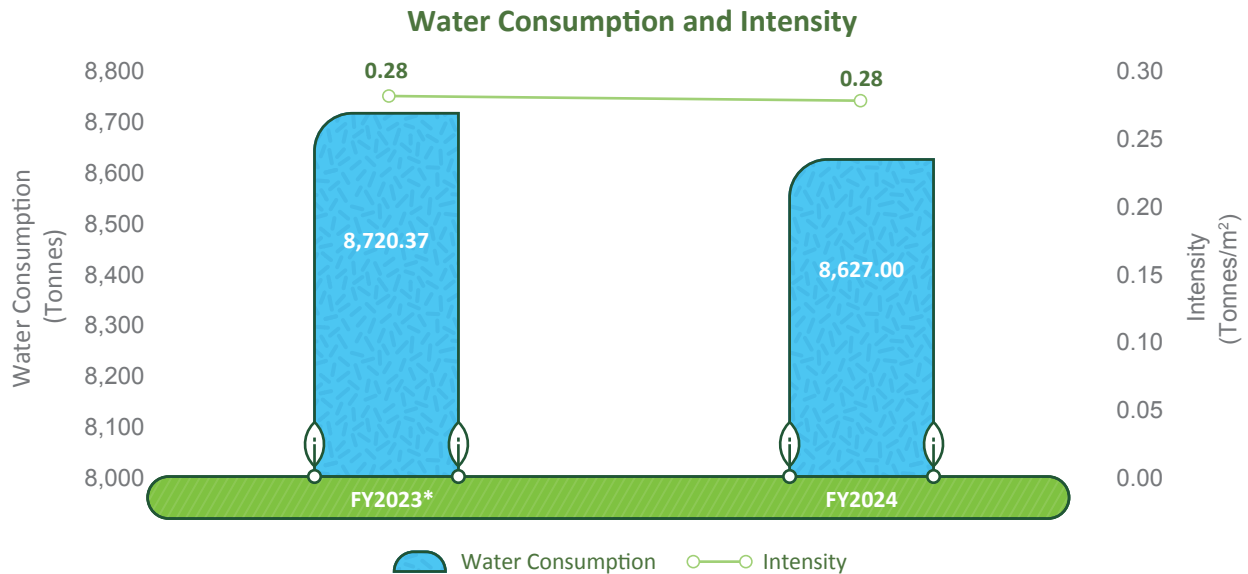
The Group aims to contribute to a sustainable future and play its part in addressing the global climate challenges we face today. The use of innovative clean energy technology is one of the core initiatives to achieve low-carbon operations. In total, we had finished installing 1,079 solar panels. In FY2024, we generated and sold a total of 441,496 kWh of renewable energy to CLP, which represents a 22% increase from the previous year.



Solar Panels and Windmills

Conserving Water Resources

The Group uses water mainly for cooling and cleaning. During the year, our overall water consumption amounted to around 8,627.00 tonnes, with an intensity of 0.28 tonnes per square meter. We primarily depend on the local municipal water supply. Hong Kong experienced low water stress, and the Group did not encounter any issues in sourcing water fit for the purpose during the year.



* The FY2023 water consumption has been restated.

IWS is committed to reducing water usage and actively looks for possible initiatives to achieve this goal. In production, we have installed a closed-loop water circulation system that effectively recycles cooling water, allowing it to be reused. This innovative water tower-tank recycling system plays a significant role in minimising both water consumption and sewage generation during the cooling process. During the year, we took the initiative to retrofit all sink faucets in the office area with water savers, which are expected to reduce water consumption by approximately 20%.

Aspects	Targets of FY2024 and Onwards	Baseline Year	Target Year	Progress
Water	<ul style="list-style-type: none"> Reduce water consumption intensity by 5% in 5 years 	FY2021	FY2026	Achieved (26% reduction in FY2024)
	<ul style="list-style-type: none"> Increase the use of Grade 1 water-consuming devices and plumbing fixtures 	–	–	In progress

Managing Waste and Effluents

The Group's operations generate two main types of waste: non-hazardous and hazardous waste. Non-hazardous waste or general waste includes paper and food waste in the office, while hazardous waste includes waste oil and chemical waste.

During the year, the Group generated approximately 557.03 kg of hazardous waste oil, 63.7% of which was either reused in other Group operations or kept for future reuse. The Group also generated 256.30 kg of waste light tubes due to the replacement of fluorescent lights.

Waste Generation	FY2024	FY2023	Change
Hazardous Waste (kg)	813.33	714.51	13.8%
Hazardous Waste Intensity (kg per square metre)	0.026	0.023	13.8%
Non-hazardous Waste (tonnes)	11,620.38	11,563.79	0.5%
Non-hazardous Waste Intensity (tonnes per square metre)	0.38	0.37	0.5%

Improper disposal of waste can lead to contamination of soil, water bodies and air, posing significant risks to ecosystems and biodiversity. Therefore, the Group emphasises responsible handling and disposal of both hazardous and non-hazardous waste. We diligently classify, label and store different types of non-hazardous waste in accordance with relevant laws and regulations. During the year, approximately 94.58% of non-hazardous waste generated was recycled, which included 99.23% paper waste and 0.77% non-paper waste.

The handling of hazardous chemicals adheres strictly to the guidelines outlined in the Code of Practice on Packaging, Labelling and Storage of Chemical Wastes. We have established comprehensive hazardous chemicals handling protocols that cover various aspects, including procurement, storage, usage, disposal and emergency procedures related to hazardous chemicals. These guidelines ensure safe and responsible management of hazardous chemicals throughout the entire chain of our operations. During the year, the CMDS conducted a chemical leak drill to simulate emergency response measures following an accidental chemical leak, aiming to minimise environmental pollution risks. The training allowed employees to acquire practical experience and enhance their crisis awareness.

Furthermore, we conduct a monthly environmental inspection using a checklist to assess waste generation patterns. Based on the findings, we establish targets and implement initiatives to effectively reduce waste generation.

Aspects	Targets of FY2024 and Onwards	Baseline Year	Target Year	Progress
Waste	■ Achieve excellent level of the Wastewi\$e Certificate for all operations	–	–	Achieved
	■ Reduce hazardous and general waste intensity by 5% in 5 years	FY2022	FY2027	In progress (5% reduction of general waste intensity in FY2024)

Wastewater

The Group generates wastewater during its manufacturing process; a total volume of approximately 1.91 tonnes³ was discharged during the year. Wastewater is channelised to an internal treatment facility to remove suspended particles. RGF was able to reduce wastewater generation by strengthening the negative pressure of the vacuum system and increasing the frequency of cleaning the vacuum pipes.

The Group is dedicated to minimising the environmental impact of its production and operational processes. To achieve this, wastewater generated in the course of our daily activities is collected, stored and transported in compliance with the Waste Disposal Ordinance set by the Environmental Protection Department.

Air Pollutants

One of our business services, waste collection, generates exhaust gas emitted by its fleet of vehicles. The exhaust gases generated mainly comprise of sulphur oxides (SO_x), nitrogen oxides (NO_x), and particulate matter (PM). Additionally, the pelletising process at RGF results in a small amount of NO_x and PM. During the year, emissions of SO_x, NO_x, and PM were 2.32 kg, 2,102.36 kg, and 171.33 kg respectively.

Eco-friendly commuting

We are actively transitioning from conventionally fuelled vehicles to Euro V vehicles. This shift allows us to reduce SO_x emissions from motor vehicles by 80% and contribute to improving air quality in roadside areas. Currently, we have only one remaining vehicle that does not meet the Euro V emission standard. However, this vehicle strictly adheres to the use of legally approved fuels, such as unleaded and low-sulphur options.

Following a pilot programme last year, 2 electric cars were deployed for commuting of management personnel. The Group will continue to look for ways to improve the energy efficiency of its fleet of cars and achieve the greatest possible reduction in emissions in the future.

Reducing vehicle exhaust emissions

- Use only fuels approved by law, such as unleaded and low-sulfur fuel
- Electric forklifts have been deployed to eliminate emissions associated with gasoline-powered forklifts
- Replace fossil fuels with biofuels to improve energy efficiency and minimise exhaust gas emissions



³ The wastewater data covers full-year data of IWS Group and data from RGF for the period of 1 April to 30 September 2023. The wastewater data for RGF from 1 October 2023 to 31 January 2024 was unavailable as we have not received the bill from the Environmental Protection Department ("EPD").

Ensuring the collection and discharge of air pollutants from its facilities

- Suction ports are installed on pellet production lines' heating equipment to send exhaust gas from the lines into a spray tower, thereby reducing pollutants level in the exhaust gas
- Exhaust gas treatment systems are installed to improve collection and filtering of waste gas generated during the production process



Reducing dust production and emission from its facilities

- A misting system is installed to reduce production of dust
- Processes of equipment cleaning have been modified to improve the original dust removal equipment in the workshop and improve the efficiency of dust recovery



Reducing Packaging Materials

The Group's CMDS, waste management and recycled plastic pellets businesses use packaging materials. We make every effort to minimise the consumption of packaging materials without sacrificing product quality.

In FY2024, the breakdown of packaging materials used by the Group was as follows:

Packaging Materials	FY2024	FY2023	Change
Wires (Tonnes)	46.43	23.08	101%
Canvas Bags (pcs)	4,330.00	6,120.00	-29%
Plastic Bags (pcs)	1,525.00	1,821.00	-16%

OUR OPERATION

IWS is committed to achieving and continuously improving operational excellence and deploying comprehensive governance strategies across key areas such as information security, supply chain management, quality control and anti-corruption. This serves as the core driving force for our long-term sustainable development.

Information Security

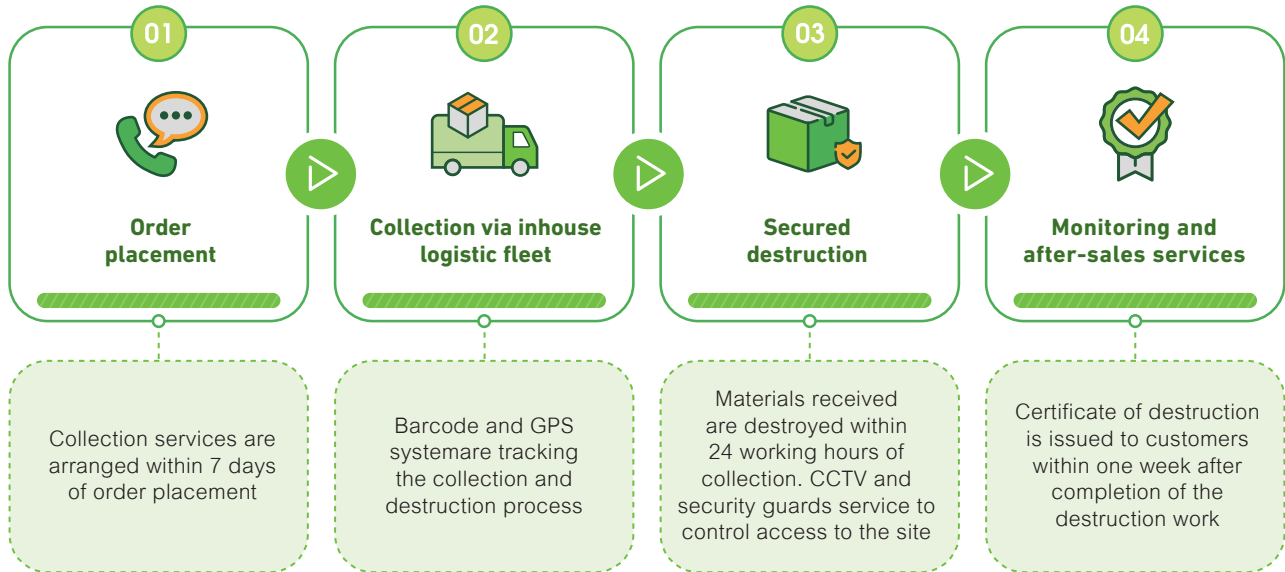
The Group prioritises information security and recognises the importance of securely managing confidential materials. Our service commitment ensures that all confidential materials collected from clients are handled with utmost care. We have established a well-functioning information security management system that complies with international standards and best practices for destruction of confidential materials. Since 2015, we have been certified by the National Association for Information Destruction (“NAID”) as an AAA-rated facility for plant-based operations, covering both paper and non-paper destruction services.

Assessments of risks related to business information security are conducted in accordance with ISO 27001 standards. The Information Management Committee identifies all information assets and related risks within the business scope of CMDS, assigns responsible persons for addressing each risk, and establishes standards and processes for assessing information security risks. Persons assigned for addressing risks are also responsible for analysing and assessing the likelihood and impact of each risk, and determining its priority level. Based on the assessment results, risk owners develop relevant policies and operational procedures to prevent risks, besides contingency plans to address risks should they occur, for minimising the impact on business operations.

Key Practices

- Information security management system
- AAA certification by NAID & ISO27001
- Internal and external assessment of information security risks
- Information security training across multiple departments

IWS's Confidential Materials Destruction Process

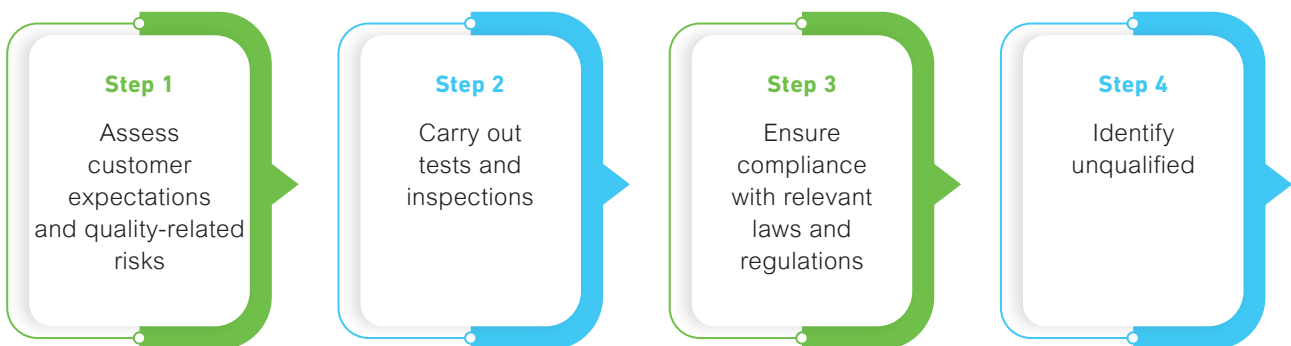


The Group strictly prohibits unauthorised disclosure of personal data, client information, business status, or other information to third parties. In case of any violations, disciplinary action is taken promptly. To ensure effective information security management, we engaged third-party professional organisations to conduct internal information security audits and provide annual information security training to employees during the year. Departments including finance and accounting, information technology, product sales, customer service, business operations and logistics were all involved and they gained valuable knowledge and the latest information. Additionally, we have engaged SGS Hong Kong Limited for ISO 27001 certification audits and have successfully obtained the relevant certification.

During the year, there were no incidents of customer data breach or violations related to business information security.

Quality Management

The Group has long upheld high-quality standards and is committed to providing high-quality products and services. Our quality management system is ISO 9001:2015 certified and operates according to a four-step standard procedure. External professionals conduct audits based on ISO 9001:2015 to ensure the appropriateness and effectiveness of our management methods. We perform risk assessments for any non-conformities and make modifications to the management system when necessary. In the event of any defective products, we take measures to reduce the proportion of non-conforming products and the number of complaints. During the year, we did not recall any products due to health and safety concerns.



To continuously enhance and improve product quality, we have developed a series of training courses, internal inspection guidelines, and communication channels to ensure compliance with all applicable rules and regulations. During the year, we set targets for the quality of our products and services, reducing customer complaints, and further improving customer satisfaction. For details on our efforts to achieve these targets, please refer to the Customer Satisfaction section.

Customer Satisfaction

The Group adheres to its core values of professionalism, passion and prudence, continuously improving its service through the establishment of internal mechanisms and diverse communication channels. We actively seek customer feedback and suggestions through various channels, including but not limited to quarterly customer meetings to discuss product quality and standards, regular customer satisfaction surveys, and a dedicated complaint-handling mechanism and ensure effective reflection and follow-up. Upon receiving customer complaints, relevant departments investigate the reasons and develop solutions based on ISO 27001:2013, the Customer Service Operating Procedure, and the Customer Complaint Handling Procedure, ensuring adherence to the principle of prioritising customer interests. We collect all complaint records as important references for management evaluation and guidance for improvement.

We have set targets related to customer satisfaction and customer complaints, and during the year, all of these goals have been achieved and the Group did not receive any complaints related to products and services.

Aspect	Quality Management Targets		Progress and Effectiveness	
	IWS	RGF	IWS	RGF
Customer satisfaction	Average customer satisfaction rate $\geq 75\%$	Average customer satisfaction rate $\geq 85\%$	Achieved (88% Customer satisfaction rate during the year)	Achieved (96% Customer satisfaction rate for the period 1 April 2023 to 31 January 2024)
Customer complaint	Less than 10	Less than 15	Achieved (0 complaint during the year)	Achieved (0 complaint in the period from 1 April 2023 to 31 January 2024)

Our operations do not involve issues related to advertising, labelling and product safety. During the year, we were not aware of any violation of laws and regulations that have a significant impact on the Group regarding health and safety, advertising, labelling and privacy matters of products and services, or method of redress.

Supply Chain Management

To strengthen management of the supply chain and uphold our commitment to green and sustainable development, the Group continuously enhances and strengthens the supplier management system.

Policies in place

- Quality and Environment Management Manual
- Supplier and Contractor Evaluation Procedures
- Office Green Procurement

We require all suppliers to comply with these policies and meet selection criteria based on the 4R method (Reduce, Recycle, Reuse and Replace). Priority is given to suppliers with certified ISO 14001 Environmental Management Systems. To ensure compliance with the Restriction of Hazardous Substances (RoHS) regulations, we have established the requisite product testing systems and raw material testing mechanisms. Suppliers are required to provide relevant testing reports or samples for testing by our research and development centre to ensure that all products in the supply chain comply with regulations. Additionally, we require suppliers to provide the relevant certifications demonstrating compliance with relevant laws and regulations. During the year, IWS and RGF had a total of 43 suppliers, of which 40 were from Hong Kong, and 3 were from other regions.

The Group maintains close communication with its existing suppliers through regular meetings to keep them informed of the latest environmental issues and requirements, ensuring compliance with our environmental policies. We conduct annual random assessments of existing suppliers, to evaluate their performance based on product quality, environmental protection, pricing and other factors. For non-compliant suppliers and contractors, we assist them in addressing deficiencies and follow up on progress. Those who remain non-compliant are removed from the approved suppliers' list.

During the year, IWS audited six suppliers, and all of them were qualified. RGF also audited its five suppliers, achieving a 100% pass rate.

Anti-corruption

The Group adheres to ethical standards and continuously strengthens the internal anti-corruption culture to enhance self-discipline and promote transparency in workplace. We recognise the importance of maintaining a fair, transparent and ethical business environment for sustainable development. Our policies and regulations on preventing corruption and conflicts of interest are clearly outlined in our Employee Handbook's sections on Corruption Prevention and Conflict of Interest. These guidelines are aimed at increasing employee awareness and deterring corrupt behaviour.

We place great importance on protecting whistle-blowers and have established relevant anti-corruption reporting policies and mechanisms to safeguard their rights. The Audit Committee of the Group regularly evaluates the effectiveness of these mechanisms to ensure their proper functioning.

In addition to policies and regulations, the Group provides anti-corruption training and seminars for both employees and management personnel separately. During the year, the Group provided anti-corruption training to 68 employees and required trained employees to answer related questions, achieving an average score of 98.25% and an average training time of 0.5 hours per person. During the year, a total of 7 directors of the Group received a total of 12 hours of anti-corruption training.

During the year, we were not aware of any violation of laws and regulations that have a significant impact on the Group relating to bribery, extortion, fraud and money laundering. There were no concluded legal cases regarding corrupt practices brought against the Group or its employees in FY2024.

Community Involvement

The Group is deeply aware of its responsibility to give back to the community and promote sustainable development. By actively participating in and supporting local communities, businesses can build long-lasting and stable relationships. As a comprehensive waste management and solutions provider, IWS is committed to integrating corporate social responsibility into its business model. In the future, the Group will continue to act responsibly towards society and be a good corporate citizen, participating in community activities to fulfil its corporate social responsibility and contribute to social development.

OUR PEOPLE

IWS values its employees and strives to be a responsible employer by prioritising their well-being, professional development and workplace safety. We are committed to creating a supportive and inclusive work environment that empowers employees and promotes their satisfaction and success.

Occupational Safety and Health

The Group prioritises occupational safety and health as a critical aspect of its operations. In December 2023, we reviewed and updated the Occupational Safety and Health Policy and displayed it prominently in all workplaces. This update aims to enhance awareness and compliance among employees regarding safety protocols and procedures. An Occupational Safety and Health Manual is also in place to provide comprehensive guidelines for the working environment, equipment and tools, various tasks and office occupational safety and health.

Policies in place

- Occupational Safety and Health Policy
- Occupational Safety and Health Manual
- Noise Pollution Control
- Guidelines on Hazardous Chemicals
- Guidelines on Maintenance of Plant Equipment and Vehicles
- Equipment Maintenance Plan
- Emergency Preparedness and Response Plan

The Group has developed a robust safety management system that assigns responsibilities to relevant personnel and provides guidelines to identify and manage different occupational risks. Central to this system is the Occupational Safety Committee, which facilitates communication among employees and those responsible for safety-related protocols and procedures. The committee comprises the management of the Group and convenes quarterly safety meetings to review our Occupational Safety Policy and occupational safety and health management system, ensuring efficiency and collaboration across all levels of management and employees. The committee's goal for the year is to raise awareness among employees and promote a safe and healthy working environment.

For more information regarding the structure of the system and responsibilities of the committee, please visit our website.

Safety Workplace

The Group conducts regular safety inspections of all workplaces and factories, adhering to the guidelines outlined in our Occupational Safety and Health Manual, which stipulates inspections at least once every two months. In the event of any work-related injuries, accidents, fires, or hazardous incidents, employees are required to report them immediately to a supervisor. Following an incident report, supervisors complete an initial investigation within 7 days, and further investigations are conducted by the Safety Officer. The human resources department ensures prompt reporting to the Labour Department which includes submitting the necessary forms within the specified timeframe.

Our waste management and recycling operations involve extensive use of mechanical equipment. Therefore, mechanical maintenance staff conducts regular inspections to ensure the required maintenance of equipment and vehicles as outlined in the maintenance plan. In addition to precautionary measures, first aid supplies are placed at convenient locations at all our facilities. Personal protective equipment is distributed to relevant employees to ensure their safety while performing their duties.

In June 2023, OSHC conducted a safety inspection at CMDS. Following the recommendations in the report, the Group has marked heights at which materials are stored and assessed risks involved in physical handling operations to enhance employee safety. In addition to RGF, CMDS was also certified as an OSH Star Enterprise by the OSHC during the year.

Over the past three years, including the reporting period, there have been no work-related fatalities at the Group. However, during the reporting year, there were two work-related injuries, which were promptly followed up with surveys and investigations. The total number of workdays lost due to injury during the reporting period was 425 days. Out of these, 366 days were attributed to employees who were injured in FY2023 and were still recovering.

Safety Training

Ensuring the safety of our employees is one of our top priorities. To achieve this, we provide adequate resources, clear guidelines and a combination of internal and external safety training programmes. Safety Officer is responsible for compiling internal training materials, based on the Safety Training Analysis and Qualification Requirements programme, and updating them as necessary, to ensure compliance with legislation and procedures. Every new hire is required to go through in-house safety induction training to help prevent workplace accidents.

The Group also provides specialised training on safety management, safe forklift operation, and noise control for employees working in specific workplaces. Fire drills are conducted regularly to ensure employees know how to respond in case of an emergency.

During the year, the total attendance of OSH training was 183, with a total of 140 training hours. The average number of safety training hours was 1.4 hours per person-times.



Fire Drill



Internal Safety Training

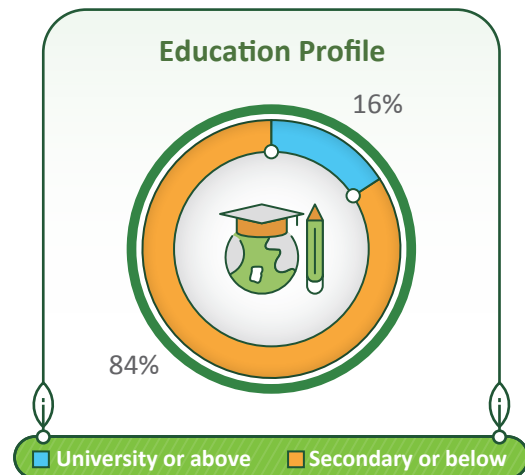
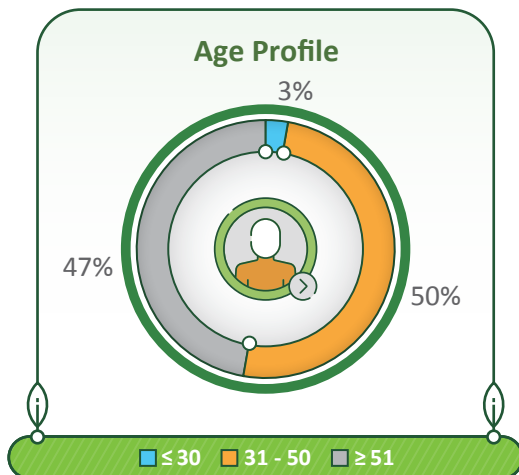
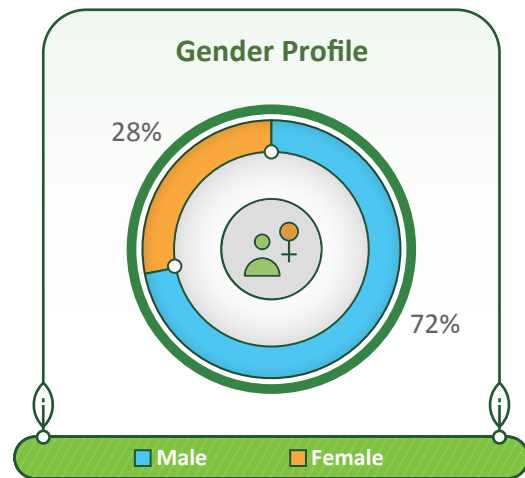
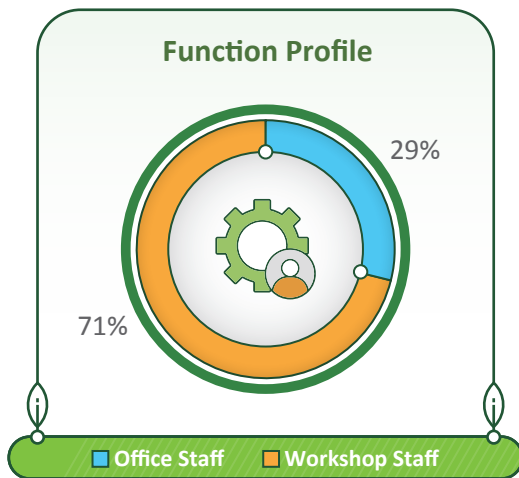
Development and Training

Our Human Resources Department and management representatives are responsible for identifying employee training needs and designing customised training plans aligned with current and future job requirements. We provide tailored comprehensive training programmes for both new hires and existing employees to support their ongoing career development, aligning with the Competencies, Awareness and Training Procedures.

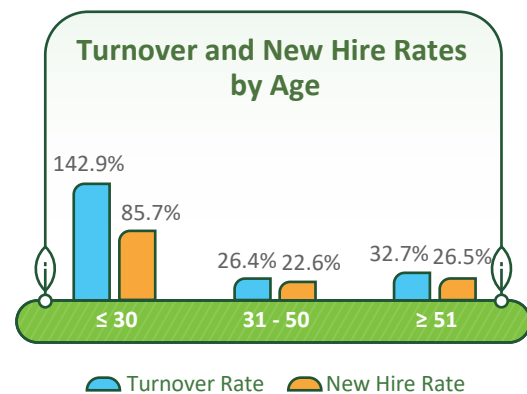
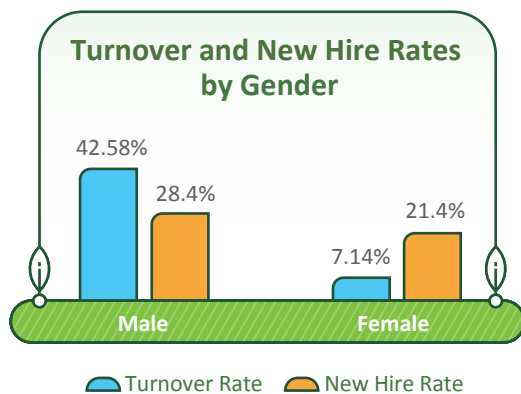
Throughout the year, we conducted a variety of training programmes aimed at equipping our employees with the skills needed to excel in their roles and maintain operational excellence. After each training programme, an employee survey was conducted to obtain feedback and improve training quality. In FY2024, approximately 74% of our employees participated in training, with an average of 2.35 hours of training per employee.

Talent Acquisition

As of 31 March 2024, the Group employed 98 full-time staff and 1 part-time staff, all based in Hong Kong. The largest segment of our workforce, approximately 71%, comprises of workshop staff. The male-to-female ratio is about 2.5:1, with the office maintaining a balanced gender distribution of 1:1. However, in the workshop, we have more male employees due to the physically demanding nature of our logistics and waste handling services. Approximately 97% of our staff are aged 31 or older, and 16% hold a university degree or higher. This illustrates our balanced recruitment approach, placing value on both experience and education. The Group continues to create a diverse workforce characterised by a broad range of skills and backgrounds.



The overall turnover rate and new hire rate were 33% and 27% respectively. The following charts show the distribution by gender and age:



Equal Opportunity, Diversity and Anti-discrimination

We value equality, diversity and a culture devoid of any kind of discrimination in our workforce. Our Employee Handbook outlines the relevant policies, designed to ensure compliance with regulations throughout the recruitment process and employment lifecycle. When conducting recruitment and employee evaluation, we emphasise experience, ability and professional knowledge, strictly following the fair and equitable principles.

During the year, we were not aware of any violation of laws and regulations that had a significant impact on the Group relating to equal opportunity, diversity and anti-discrimination.

Labour Standard

As a responsible company, IWS takes the issue of child labour and forced labour very seriously. During the recruitment process, we follow strict procedures to ensure zero tolerance for child and forced labour.

Our recruitment processes include thorough ID and qualification checks to prevent employment of underage persons or instances of coerced employment. In the event that we discover any instance of child employment or forced labour, we immediately terminate the contract. During the year, we were not aware of any violation of laws and regulations that had a significant impact on the Group relating to the prevention of child and forced labour.

Welfare and Benefits

The Group provides its employees with equitable and competitive compensation and benefits packages. Our Employee Handbook outlines our policies regarding public holidays, annual and sick leave, bonuses, medical and labour insurance, the MPF scheme, leave compensation, and overtime allowances. To ensure that all employees receive fair and competitive remuneration, the Group conducts an annual review of compensation. Adjustments are made based on external economic factors, employee performance, and the overall performance of the Group.

Throughout the year, we maintained strict compliance with laws and regulations relating to compensation, dismissal, recruitment, promotion, working hours, rest periods, and other welfare benefits. The Group remains committed to upholding these standards to ensure a supportive and compliant work environment.

APPENDICES

Membership and Awards

The Group is proactively engaged in environmental protection initiatives, collaborating with government agencies and external green organisations. We play an important role as a waste solution provider in promoting effective waste management and contributing to sustainable societal development. Below is a summary of the memberships and awards conferred upon the Group during the year:

Memberships	
Organisation	Membership Company
National Association for Information Destruction (NAID), AAA Member	Confidential Materials Destruction Service Limited
Hong Kong Waste Management Association	IWS Waste Management Company Limited
Hong Kong Recycled Materials & Re-Production Business General Association Limited	IWS Waste Management Company Limited
Hong Kong General Chamber of Commerce	Confidential Materials Destruction Service Limited
Federation of Hong Kong Industries	Integrated Waste Solutions Group Holdings Limited
Employers' Federation of Hong Kong	Integrated Waste Solutions Group Holdings Limited
Business Environment Council Limited	Integrated Waste Solutions Group Holdings Limited
Occupational Safety & Health Council – Green Cross Group Member	Integrated Waste Solutions Group Holdings Limited

Awards and Recognitions		
Name of Award	Awarded by	Awarded to
Sustainable Product Supplier	Business Environmental Council	Integrated Waste Solutions Group Holdings Limited
Hong Kong Green Organisation – Wastewi\$e Certificate (Excellent Level)	Environmental Campaign Committee	Integrated Waste Solutions Group Holdings Limited
Hong Kong Green Organisation	Environmental Campaign Committee	Integrated Waste Solutions Group Holdings Limited
Recycling Industry – OSH Star Enterprise	Occupational Safety & Health Council	Confidential Materials Destruction Service Limited
Recycling Industry – OSH Star Enterprise	Occupational Safety & Health Council	RGF Environmental New Material Limited
Hong Kong Awards for Environmental Excellence ⁴	Hong Kong Awards for Environmental Excellence	Integrated Waste Solutions Group Holdings Limited Confidential Materials Destruction Service Limited

⁴ IWS received the award certificate on 1 November 2023.

Licences and Registrations

Name of License/Registration	Issued by	Issued to
Import License of Registration for Overseas Supplier Enterprise of Imported Solid Wastes as Raw Materials	General Administration of Quality Supervision, Inspection and Quarantine of the People's Republic of China (AQSIQ)	Confidential Materials Destruction Service Limited
"Waste Cooking Oils" Collectors	Environmental Protection Department	IWS Waste Management Company Limited
Registered Waste Producer under the Waste Disposal (Chemical Waste) (General) Registration	Environmental Protection Department	Confidential Materials Destruction Service Limited
BEC Low Carbon Charter – Pathway 1	Business Environmental Council	Integrated Waste Solutions Group Holdings Limited

Applicable Laws and Regulations

Aspect	Laws and Regulations	Section
Environment	<ul style="list-style-type: none"> Air Pollution Control Ordinance Noise Control Ordinance Waste Disposal Ordinance Water Pollution Control Ordinance Hazardous Chemical Control Ordinance 	Our Environment
Employment and Labour Standards	<ul style="list-style-type: none"> Employment Ordinance Minimum Wage Ordinance Mandatory Provident Fund Schemes Ordinance 	Our People
Occupational Health and Safety	<ul style="list-style-type: none"> Occupational Health and Safety Ordinance Factories and Industrial Undertakings Ordinance Employees' Compensation Ordinance 	Our People
Product Responsibility	<ul style="list-style-type: none"> Personal Data (Privacy) Ordinance 	Our Operation
Anti-corruption	<ul style="list-style-type: none"> Prevention of Bribery Ordinance 	Our Operation

Performance Data Summary

		FY2024	FY2023
Workforce	Number of Employees²		
	Total	99	109
	By Region		
	Hong Kong	99	109
	Others	0	0
	By Age		
	≤30	3	7
	31-50	49	52
	≥ 51	47	50
	By Gender		
	Male	71	84
	Female	28	25
	By Function		
	Office Staff	29	35
	Workshop Staff	70	74
	By Education		
	University or above	16	22
	Secondary or below	83	87
	By Employment Type		
	Full-time	98	108
	Part-time	1	1
	Employee Turnover Rate (%)		
	Total	33.2	39.0
	By Region		
	Hong Kong	33.2	39.0
	Others	—	—
	By Age		
	≤30	142.9	106.7
	31-50	26.4	45.2
	≥ 51	32.7	21.8
	By Gender		
	Male	42.6	43.6
	Female	7.1	23.1
	Employee New Hire Rate (%)		
	Total	26.5	15.6
	By region		
	Hong Kong	26.5	15.6
	Others	—	—
	By Age		
	≤30	85.7	66.7
	31-50	22.6	13.9
	≥ 51	26.5	9.9
	By Gender		
	Male	28.4	16.8
	Female	21.4	11.5
	Total Employee Training Hours	232	282
	Average Training Hours	2.35	2.59
	By Gender		
	Male	2.21	2.09
	Female	2.70	4.24

		FY2024	FY2023
Workforce	By Function		
	Office Staff	2.77	3.33
	Workshop Staff	2.17	2.23
	Percentage of Employees Trained (%)	73.7	79.8
	By Gender		
	Male	78.9	77.4
	Female	60.7	88.0
	By Function		
	Office Staff	17.2	74.3
	Workshop Staff	97.1	82.4
Health and Safety	Lost Days due to Work-related Injury	425	279
	Work-related Accidents	2	4
	Work-related Accident Rate (%)	2.0	3.7
	Work-related Fatalities	0	0
	Average Safety Training Hours	1.4	2.2
	Total Safety Training Person-times	183	390
Environmental ⁵	Resources Consumption		
	Total Energy Consumption (GJ)	15,617.57	17,277.28
	Electricity (kWh)	2,903,801.40	3,148,774.00
	Petrol (Litres)	305.74	303.48
	Diesel (Litres)	127,186.64	154,635.00
	Biofuel (Litres)	17,646.06	11,621.99
	Energy Intensity (GJ/m ²) [#]	0.50	0.56
	Water Consumption (Tonnes)	8,627.00	8,720.37 ⁵
	Water Intensity (Tonnes/m ²) [#]	0.28	0.28 ⁶
	Air Pollutant Emissions		
	SO _x (kg)	2.32	2.67
	NO _x (kg)	2,102.36	2,507.44
	PM (kg)	171.33	205.01
	Greenhouse Gas Emissions		
	Total Emissions (tCO ₂ e)	1,516.01 ⁷	1,667.83
	Scope 1 (tCO ₂ e)	383.52	439.81
	Scope 2 (tCO ₂ e)	1,132.48	1,228.02
	GHG Intensity (tCO ₂ e/m ²) [#]	0.05	0.05
	Waste Production		
	Hazardous Waste (kg)	813.33	714.51
	Hazardous Waste Intensity (kg/m ²) [#]	0.026	0.023
	Non-hazardous Waste (Tonnes)	11,620.38	11,563.79
	Non-hazardous Waste Intensity (Tonnes/m ²) [#]	0.38	0.37
	Wastewater (Tonnes)	1.91	1.68
	Packaging Materials		
	Wire (Tonnes)	46.43	23.08
	Canvas Bags (pcs)	4,330.00	6,120.00
	Plastic Bags (pcs)	1,525.00	1,821.00
Community	Donation (HK\$)	0	0

⁵ The FY2023 water consumption has been restated.

⁶ The FY2023 water intensity has been restated.

⁷ The sum of Scope 1 and Scope 2 emissions may not exactly equal the total emissions due to rounding differences.

- > Data collection boundary for FY2024 includes only IWS Group as RGF ceased operation at the end of January 2024.
- ^ Environmental KPIs stated in the report are calculated with reference to HKEX's "How to Prepare an ESG Report Appendix 2: Reporting Guidance on Environmental KPIs".
- # The Group uses the gross floor area of its headquarters at Tseung Kwan O (TKO) Building as the basis of intensity calculation instead of revenue given that
- (1) our original intent when deciding the scope of ESG reporting is to cover all activities in TKO Building; and
 - (2) to eliminate the possible anomalous results of intensity year-to-year due to the fluctuation of revenue of the Group.

Content Index

KPIs	HKEX ESG Reporting Guide	Page Index/Remarks
Governance Structure		
Mandatory Disclosure	A statement from the board containing the following elements: (i) a disclosure of the board's oversight of ESG issues; (ii) the board's ESG management approach and strategy, including the process used to evaluate, prioritise and manage material ESG-related issues (including risks to the issuer's businesses); and (iii) how the board reviews progress made against ESG-related goals and targets with an explanation of how they relate to the issuer's businesses.	Board Statement
Reporting Principles		
Mandatory Disclosure	A description of, or an explanation on, the application of the following Reporting Principles in the preparation of the ESG report: Materiality: The ESG report should disclose: (i) the process to identify and the criteria for the selection of material ESG factors; (ii) if a stakeholder engagement is conducted, a description of significant stakeholders identified, and the process and results of the issuer's stakeholder engagement. Quantitative: Information on the standards, methodologies, assumptions and/or calculation tools used, and source of conversion factors used, for the reporting of emissions/energy consumption (where applicable) should be disclosed. Consistency: Information on the standards, methodologies, assumptions and/or calculation tools used, and source of conversion factors used, for the reporting of emissions/energy consumption (where applicable) should be disclosed.	Reporting Framework
Reporting Boundary		
Mandatory Disclosure	A narrative explaining the reporting boundaries of the ESG report and describing the process used to identify which entities or operations are included in the ESG report. If there is a change in the scope, the issuer should explain the difference and reason for the change.	Reporting Boundary

KPIs	HKEX ESG Reporting Guide	Page Index/Remarks
A. Environmental		
Aspect A1:Emissions		
General Disclosure	Information on: a) the policies; and b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land and generation of hazardous and non-hazardous waste.	Environmental Management Metrics and Targets Managing Waste and Effluents Applicable Laws and Regulations
KPI A1.1	The types of emissions and respective emissions data.	Air Pollutants Performance Data Summary
KPI A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Metrics and Targets Performance Data Summary
KPI A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Managing Waste and Effluents Performance Data Summary
KPI A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Managing Waste and Effluents Performance Data Summary
KPI A1.5	Description of emission target(s) set and steps taken to achieve them.	Environmental Management Tackling Climate Change
KPI A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.	Environmental Management Managing Waste and Effluents

KPIs	HKEX ESG Reporting Guide	Page Index/Remarks
A. Environmental		
Aspect A2: Use of Resources		
General Disclosure	Policies on efficient use of resources, including energy, water and other raw materials.	Environmental Management Metrics and Targets Improving Energy Efficiency Conserving Water Resources Reducing Packaging Material
KPI A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility).	Metrics and Targets Performance Data Summary
KPI A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	Conserving Water Resources Performance Data Summary
KPI A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	Environmental Management Metrics and Targets Improving Energy Efficiency
KPI A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.	Environmental Management Conserving Water Resources
KPI A2.5	Total packaging materials used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	Reducing Packaging Materials Performance Data Summary
Aspect A3: The Environment and Natural Resources		
General Disclosure	Policies on minimising the issuer's significant impacts on the environment and natural resources.	Environmental Management
KPI A3.1	Description of significant impacts of activities on the environment and natural resources and the actions taken to manage them.	Environmental Management

KPIs	HKEX ESG Reporting Guide	Page Index/Remarks
Aspect A4: Climate Change		
General Disclosure	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.	Tackling Climate Change
KPI A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them.	Tackling Climate Change
B. Social		
Aspect B1: Employment		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	Occupational Safety and Health Applicable Laws and Regulations
KPI B1.1	Total workforce by gender, employment type (for example, full- or part- time), age group and geographical region.	Talent Acquisition Performance Data Summary
KPI B1.2	Employee turnover rate by gender, age group and geographical region.	Talent Acquisition Performance Data Summary
Aspect B2: Health and Safety		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.	Occupational Safety and Health Applicable Laws and Regulations
KPI B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	Occupational Safety and Health
KPI B2.2	Lost day due to work injury.	Performance Data Summary
KPI B2.3	Description of occupational health and safety measures adopted and how they are implemented and monitored.	Occupational Safety and Health

KPIs	HKEX ESG Reporting Guide	Page Index/Remarks
B. Social		
Aspect B3: Development and Training		
General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	Development and Training
KPI B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	Performance Data Summary
KPI B3.2	The average training hours completed per employee by gender and employee category.	Performance Data Summary
Aspect B4: Labour Standards		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour.	Our People Applicable Laws and Regulations
KPI B4.1	Description of measures to review employment practices to avoid child and forced labour.	Labour Standard
KPI B4.2	Description of steps taken to eliminate such practices when discovered.	Labour Standard
Aspect B5: Supply Chain Management		
General Disclosure	Policies on managing environmental and social risks of the supply chain.	Supply Chain Management
KPI B5.1	Number of suppliers by geographical region.	Supply Chain Management
KPI B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored.	Supply Chain Management
KPI B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	Supply Chain Management
KPI B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	Supply Chain Management

KPIs	HKEX ESG Reporting Guide	Page Index/Remarks
B. Social		
Aspect B6: Product Responsibility		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	Information Security Quality Management Customer Satisfaction
KPI B6.1	Percentage of total products sold or shipped to recall for safety and health reasons.	Quality Management
KPI B6.2	Number of products and service-related complaints received and how they are dealt with.	Customer Satisfaction
KPI B6.3	Description of practices relating to observing and protecting intellectual property rights.	The Group's operation did not involve intellectual property.
KPI B6.4	Description of quality assurance process and recall procedures.	Quality Management
KPI B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored.	Information Security
Aspect B7: Anti-corruption		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	Anti-corruption Applicable Laws and Regulations
KPI B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases.	Anti-corruption
KPI B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	Anti-corruption
KPI B7.3	Description of anti-corruption training provided to directors and staff.	Anti-corruption

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B. Social		
Aspect B8: Community Investment		
General Disclosure	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	Community Involvement
KPI B8.1	Focus areas of contribution to the community (e.g. education, environmental concerns, labour needs, health, culture, sport).	Community Involvement
KPI B8.2	Resources contributed (e.g. money or time) to the focus area.	Community Involvement Performance Data Summary



TWS

**Integrated Waste Solutions
Group Holdings Limited**

綜合環保集團有限公司